

Advantages and disadvantages of national and international corporate training techniques in adult education

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Abstract

Significant changes in various spheres of life along with the dynamic growth of industrial capacity and complexity have contributed to the increasing importance of corporate training issues in adult and continuing education. Here, we identify the benefits and difficulties encountered in both national and international techniques of training the human resource in enterprises, under modern conditions. The leading method in this challenge was a comparative-and-contrastive method that allowed us to identify advantages and disadvantages, of national and international techniques of corporate education. Our study also disclosed the contents, peculiarities and difficulties in the use of corporate training methods like distance and modular learning; video and case study; business games, metaphorical games, role-playing games; brainstorming, projects, behavioural modelling, mentoring, learning-by-doing, working groups, basket method, training sessions, storytelling, rotation, secondment and buddying. Selecting the proper corporate training method or technique, depends on specific nature of industries and business, and the country's development level. Our study hopes to help managers, mentors in enterprises, and trainers who are engaged in in-house training of specialists to do their jobs better.

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Keywords

Advantages and disadvantages, Corporate training, Enterprises, National and international techniques